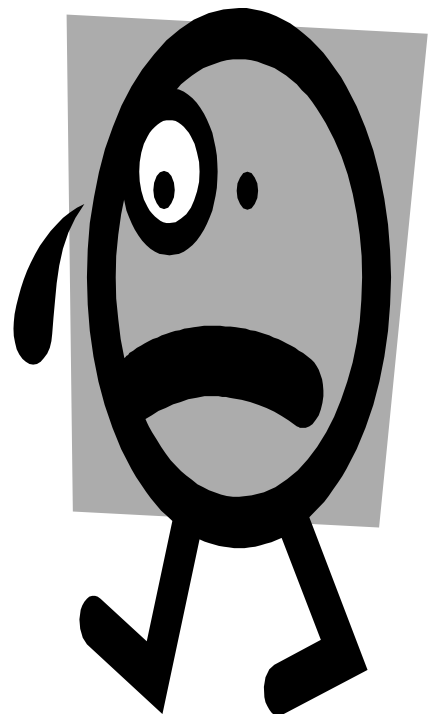


Change is Inevitable, Suffering is Optional

Embracing the Opportunity of Change


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**Change is Inevitable,
Suffering is Optional
Embracing the Opportunity of Change**

A simple cartoon character with a round head, two eyes, and a sad, downward-curving mouth. It has two thin legs and is standing on a grey square background.

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Life is a series of interruptions.

A black rotary telephone with a sad face on its dial.

"The problem is not that there are problems. The problem is expecting otherwise and thinking that having problems is a problem."
- Theodore Rubin


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**Change:
It's not personal!**

A stylized head with a rain cloud above it, with three raindrops falling onto the head.

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**The lie about change:
"People hate change."
WRONG!!!!**

A person with long dark hair, wearing a hat and a jacket, steering a ship's wheel.

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Change triggers emotional reactions:

1. Denial
2. Negativity
3. Transition
4. Tentative acceptance
5. Commitment


A broken chain link, with one link separated from the others.

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**Quit dragging dead bodies around
(Let the past go)**


A cartoon illustration of a person carrying a large, dead body on their back. The body is being dragged along the ground, leaving a trail of mud.

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Everyone wants to 
A) feel important; and
B) make a contribution.


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“Uneasiness may stem from the fear of doing something wrong, which signals you don’t belong to the group.”


The Thin Book of Appreciative Inquiry by Sue Annis Hammond


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Responding
vs
Reacting




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Don’t
“sucker punch”



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Humans were designed to be change agents.

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Imagination & need – the fuel for innovation




ASSUMPTIONS OF *APPRECIATIVE INQUIRY*


1. In every society, organization, or group, something works.
2. What we focus on becomes our reality.
3. Reality is created in the moment, and there are multiple realities.
4. The act of asking questions of an organization or group influences the group in some way.
5. People have more confidence and comfort to journey to the future (the unknown) when they carry parts of the past (the known.)
6. If we carry parts of the past forward, they should be what is best about the past.
7. It is important to value differences.
8. The language we use creates our reality.

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Getting Back Your Power



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The Gift of New Eyes


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Appreciative Inquiry (AI)

- in every organization something works
- change can be managed through identifying what works and analyzing how to do more of what works.

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The Hidden Benefit of Change




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Dare to Challenge Yourself




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Make Your Own Development a Priority

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"Are you missing the promise of the present and the future because you're romancing the past?" - Silver Rose




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Measure for What You WANT

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"It's not doing more with less. It's doing more with what you have."


- Robert L. Pruitt, III
RobertPruitt.com

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The Hidden Gift Behind Cynicism and Negativity




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Life is a Series of Stories We Make Up

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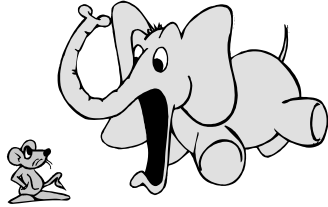


Worry is using your imagination to attract something you don't want.

Esther Hicks

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Action Cancels Fear - EVERY TIME!



A cartoon illustration of a large elephant with its trunk raised, looking down at a small mouse sitting on the ground.

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A good decision always includes a feeling of celebration, a knowing that you are going to get this thing you want.



Three balloons (two dark, one light) tied together.

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“Circumstances don’t seem to have much effect on happiness.”




A small illustration showing two figures in a room with various objects like a lamp, a chair, and a table.

- Daniel Kahneman, Princeton University

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The key is to focus on what

YOU

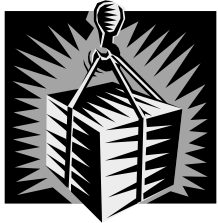


A magnifying glass with a hand holding the handle, focusing on a small object.

can control

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List 1-2 “Action Steps”



An illustration of a box with a keyhole, and a key being inserted into the hole.

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Change Your Focus, Change Your Life!



An illustration of three people working together to move a large wheel or sphere.



By Silver Rose

Talk about a growing trend! We've begun in recent years to "supersize" everything, from the coffee we order—where small has ballooned to grande—to the meals we eat: the pride of one national eatery's menu is a "lumberjack special" that would feed Paul Bunyan *and* Babe the Blue Ox!

Some of us also supersize our problems. We dwell on them until they loom as large as—and seem to be—the sum total of our existence. Meanwhile, we downgrade the numerous but minor triumphs that can make our daily lives incredibly sweet.

Remember the film comedy *What About Bob?* A psychiatrist (played by Richard Dreyfuss) has written a self-help book—*Baby Steps*—that he recommends to his patient Bill Murray, urging him to overcome his challenges step by step and to celebrate each advance, no matter how humble.

Isn't that what loving parents do with their child? They mark his every sign of progress as a major milestone, celebrating it and encouraging the child to keep going. And he expresses sheer delight each time he manages a new feat, from first smile, burbling word and wobbly step to first grade and beyond.

You are no child, but wouldn't you like to see your own face beaming more often when you look in the mirror? There *is* a way: savor small victories.

This works because of the Law of Attraction. Its essence is that you get more of what you focus on. Want to supersize your satisfaction in life? Try celebrating small signs of personal progress, such as something you can now accomplish that was beyond you earlier, or an improvement of some kind in how you act or think. In time, you'll find yourself experiencing more and more such signal moments and feeling good about them.

Change Your Focus, Change Your Life

Victories: Savor Them All

You don't need to look far for these nuggets of attainment. You create them in abundance and they are all yours for the savoring.

As an example, last night my inkjet printer clattered and jammed constantly, seeming to turn as ornery as a braying jackass. That ordinarily inspires similar behavior in me, but instead of having to summon all my willpower to refrain from tossing the printer out the window, I kept calm amidst the irritation. That *is* progress!

When seeking your own small victories to celebrate, remember that most of us tend to place unduly heavy expectations on ourselves. In consequence, we want our signs of progress to be super-size as well. There's no more sense in that, however, than in expecting to see a piano student graduate from *Chopsticks* to Chopin overnight.

Keep in mind, too, that small does not always mean negligible.

Recently a man made national news with his plan to run 50 marathons in 50 days. Contrast that with an Olympics hopeful who goes unheralded when he shaves 1/20th of a second off his best training time. I'm inclined to think that the latter has more to celebrate, because he understands that even modest progress can constitute a meaningful victory.

Being aware of your own small victories is an important key to enjoying your journey in life. You don't have to tally super-size deeds. Instead, take one baby step after another, noting and celebrating the importance of each.

Soon enough, you'll realize that you're tracing out a life worth living. That, my friends, *is* a victory to savor.

August 22, 2006

Silver Rose works with individuals who want work that they love and organizations who want employees who love their work.

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